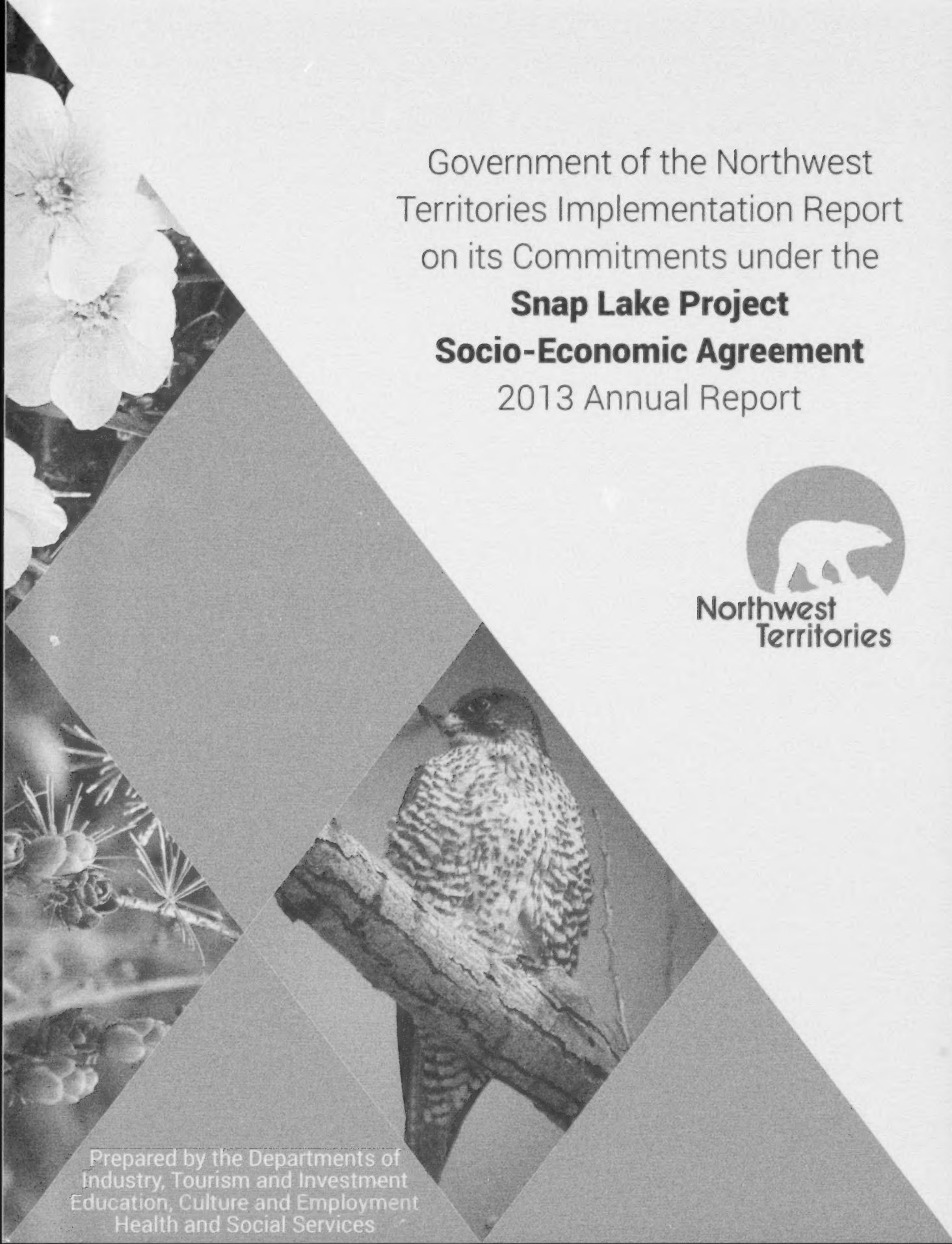

Government of the Northwest Territories Implementation Report on its Commitments under the **Snap Lake Project Socio-Economic Agreement** 2013 Annual Report

Northwest Territories

Prepared by the Departments of
Industry, Tourism and Investment
Education, Culture and Employment
Health and Social Services

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2013 Annual Report

March 2014

Northwest Territories

Prepared by the Government of the Northwest Territories
Departments of:

Industry, Tourism and Investment
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PREAMBLE

In 2004, the Government of the Northwest Territories (GNWT) signed a Socio-Economic Agreement (SEA) with De Beers Canada Inc. (De Beers) for the Snap Lake project[1]. An SEA is a follow-up program that monitors the impacts of mineral development based on predictions and commitments made during the environmental assessment stage.

Under the Snap Lake SEA, the GNWT is responsible for producing an annual status report on its commitments under the SEA. This report provides information on the status of those commitments. GNWT commitments are highlighted in blue boxes throughout the document as shown below

Maintain a registry of businesses eligible under the GNWT Business Incentive Policy, which is accessible to the Parties (Section 5.6g)

[1] The Snap Lake SEA can be found on the Department of Industry, Tourism and Investment's website at http://www.iti.gov.nt.ca/programs-services/socio-economic-agreements

Human Resource Development

Training Efforts Relevant to the Project

Listed below are programs through which the GNWT carries out its training and career choice commitments under the SEA.

For Tables 1 through 6, training programs are classified as follows[2]:

Job-Specific: This includes training, education, and support programs directed at a specialized field of study and on-the-job or off-the-job training for a specific occupation. Examples are Apprenticeship-on-the-Job and the Youth Employment Program.

Pre-Employment: This includes training supports and programs designed to occur before a person's involvement in the workforce or in specialized training. Examples include Student Financial Assistance (SFA) or Small Community Employment Support.

Literacy: This includes programs aimed at improving youth and adult education levels and access to specific education and training programs. An example of this program is the Community Literacy Development Fund (CLDF).

Programs last different lengths of time. One person may benefit from more than one program within a reporting period. Therefore, numbers may not be directly comparable within a classified category.

GNWT programs and services in the tables are offered for all Northwest Territories (NWT) communities. A description of the programs is provided after the next six data tables.

[2]Snap Lake SEA (Section 4.3)

Table 1: Yellowknife/ Dettah/ N'dilo

Program	Training by Type and Ethnicity										Participation Rate by Priority Group (%)		
	Job- Specific			Pre-Employment			Literacy			Total	Aboriginal	Non-Aboriginal	Not Reported
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported				
Development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment opportunities deriving from the Project (Section 4.3.1)													
Community Literacy Development Funds** (Dettah/N'dilo)	-	-	-	-	-	-	4	3	0	7	57	43	0
Apprenticeship Training-on-the Job	14	72	10	-	-	-	-	-	-	96	15	75	10
Training on-the-Job/Labour Market Agreement – Work Experience	5	7	0	-	-	-	-	-	-	12	42	58	0
Student Financial Assistance (2013)	-	-	-	278	735	2	-	-	-	1015	27	72	1
Building Essential Skill/Labour Market Agreement – Skills Development	56	128	11	-	-	-	-	-	-	195	29	66	5
Self-Employment Option	2	17	0	-	-	-	-	-	-	19	10	90	0
Small Community Employment Support (Dettah)	1	0	0	-	-	-	-	-	-	1	100	0	0

Notes:
"-" means data not applicable.
** program numbers represent the total number of contracts, not participants.

Table 2: Behchokǫ̀

Program	Training by Type and Ethnicity										Participation Rate by Priority Group (%)		
	Job- Specific			Pre-Employment			Literacy			Total			
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported		Aboriginal	Non-Aboriginal	Not Reported
Development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment opportunities deriving from the Project (Section 4.3.1)													
Community Literacy Development Funds** Includes Whatì, Gamètì, and Wekweètì	-	-	-	-	-	-	2	0	0	2	100	0	0
Apprenticeship Training-on-the Job	8	0	0	-	-	-	-	-	-	8	100	0	0
Training on-the-Job/Labour Market Agreement – Work Experience	6	0	0	-	-	-	-	-	-	6	100	0	0
Student Financial Assistance (2013)	-	-	-	76	5	0	-	-	-	81	94	6	0
Building Essential Skill/Labour Market Agreement – Skills Development	6	0	0	-	-	-	-	-	-	6	100	0	0
Self-Employment Option	0	0	0	-	-	-	-	-	-	0	0	0	0

Notes:
"-" means data not applicable.
** program numbers represent the total number of contracts, not participants.

Table 3: Whatì

Program	Training by Type and Ethnicity										Participation Rate by Priority Group (%)		
	Job- Specific			Pre-Employment			Literacy			Total			
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported		Aboriginal	Non-Aboriginal	Not Reported
Development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment opportunities deriving from the Project (Section 4.3.1)													
Community Literacy Development Funds** through Behchokǫ̀	-	-	-	-	-	-	0	0	0	0	0	0	0
Apprenticeship Training-on-the Job	2	0	0	-	-	-	-	-	-	2	100	0	0
Training on-the-Job/Labour Market Agreement – Work Experience	4	0	0	-	-	-	-	-	-	4	100	0	0
Student Financial Assistance (2013)	-	-	-	14	0	0	-	-	-	14	100	0	0
Building Essential Skill/Labour Market Agreement – Skills Development	1	0	0	-	-	-	-	-	-	1	100	0	0
Self-Employment Option	0	0	0	-	-	-	-	-	-	0	0	0	0
Small Community Employment Supports	13	0	0	-	-	-	-	-	-	13	100	0	0

Notes:
"-" means data not applicable.
** program numbers represent the total number of contracts, not participants.

Table 4: Gamèti

Program	Training by Type and Ethnicity										Participation Rate by Priority Group (%)		
	Job- Specific			Pre-Employment			Literacy			Total			
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported		Aboriginal	Non-Aboriginal	Not Reported
Development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment opportunities deriving from the Project (Section 4.3.1)													
Community Literacy Development Funds** Through Behchokǫ̀	-	-	-	-	-	-	0	0	1	1	100	0	0
Apprenticeship Training-on-the Job	0	0	0	-	-	-	-	-	-	0	0	0	0
Training on-the-Job/Labour Market Agreement – Work Experience	3	0	0	-	-	-	-	-	-	3	100	0	0
Student Financial Assistance (2013)	-	-	-	14	1	0	-	-	-	15	93	7	0
Building Essential Skill/Labour Market Agreement – Skills Development	0	0	0	-	-	-	-	-	-	0	0	0	0
Self-Employment Option	0	0	0	-	-	-	-	-	-	0	0	0	0
Small Community Employment Supports	11	0	0	-	-	-	-	-	-	11	100	0	0

Notes:
"-" means data not applicable.
** program numbers represent the total number of contracts, not participants.

Table 5: Wekweètì

Program	Training by Type and Ethnicity										Participation Rate by Priority Group (%)		
	Job- Specific			Pre-Employment			Literacy			Total	Aboriginal	Non-Aboriginal	Not Reported
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported				
Development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment opportunities deriving from the Project (Section 4.3.1)													
Community Literacy Development Funds** Through Behchokǫ̀	-	-	-	-	-	-	0	0	0	0	0	0	0
Apprenticeship Training-on-the Job	0	0	0	-	-	-	-	-	-	0	0	0	0
Training on-the-Job/Labour Market Agreement – Work Experience	0	0	0	-	-	-	-	-	-	0	0	0	0
Student Financial Assistance (2013)	-	-	-	2	0	0	-	-	-	2	100	0	0
Building Essential Skill/Labour Market Agreement – Skills Development	0	0	0	-	-	-	-	-	-	0	0	0	0
Self-Employment Option	0	0	0	-	-	-	-	-	-	0	0	0	0
Small Community Employment Supports	1	0	0	-	-	-	-	-	-	1	100	0	0

Notes:
"-" means data not applicable.
** program numbers represent the total number of contracts, not participants.

Table 6: Łutselk'e

Program	Training by Type and Ethnicity										Participation Rate by Priority Group (%)		
	Job- Specific			Pre-Employment			Literacy			Total	Aboriginal	Non-Aboriginal	Not Declared
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported				
Development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment opportunities deriving from the Project (Section 4.3.1)													
Community Literacy Development Funds**	-	-	-	-	-	-	0	0	0	0	0	0	0
Apprenticeship Training-on-the Job	0	0	0	-	-	-	-	-	-	0	0	0	0
Training on-the-Job/Labour Market Agreement – Work Experience	0	0	0	-	-	-	-	-	-	0	0	0	0
Student Financial Assistance (2013)	-	-	-	2	1	0	-	-	-	3	66	34	0
Building Essential Skill/Labour Market Agreement – Skills Development	0	0	0	-	-	-	-	-	-	0	0	0	0
Self-Employment Option	0	0	0	-	-	-	-	-	-	0	0	0	0
Small Community Employment Supports	14	0	0	-	-	-	-	-	-	14	100	0	0

Notes:
"-" means data not applicable.
** program numbers represent the total number of contracts, not participants.

Program Summary

Apprenticeship Training-on-the-Job (ATOJ)

ATOJ is a wage subsidy program designed to offset employer costs incurred while training and employing apprentices and certified journeypersons in trades designated under the *NWT Apprenticeship, Trade and Occupation Certification Act*. The principal goal of the program is to increase the number of skilled NWT residents in designated trades in the NWT, through supported training.

Building Essential Skills

The Building Essential Skills program is a short-term support program that assists eligible people in getting the training or education needed to obtain employment. To be eligible for the Building Essential Skills program, applicants must either be currently receiving Employment Insurance (EI) benefits, or have an EI claim which ended within the past three to five years.

Community Literacy Development Fund (CLDF)

CLDF provides financial assistance to community organizations to develop and deliver local programs that will increase literacy skills and raise awareness of the importance of literacy. The CLDF promotes literacy in classes, in the workplace, in the community, on the land and at home. Funding may be given to projects such as: tutoring, community learning groups, job search skills, public awareness, health, development of learning materials and basic technology literacy. Intergenerational family literacy programs, which include adult and community literacy awareness programs, will also be funded. The CLDF supports literacy development in all 11 NWT official languages, with an emphasis on Aboriginal languages as identified in the NWT Literacy Strategy.

Self-Employment Option (SEO)

The SEO program helps people without jobs who choose to start their own business by assisting them in developing business and financial plans and providing support to clients in applying their business plans. To be eligible for the SEO program, applicants must either be currently receiving EI, or have an EI claim which ended within the past three to five years.

Student Financial Assistance (SFA)

The SFA program provides assistance to eligible NWT residents to help them with their postsecondary education-related expenses. Full-time students can apply for a Basic Grant, Supplementary Grant, Remissible Loan, Repayable Loan and/or the Study Grant for Students with Permanent Disabilities. The types of assistance available are based on student categories. Students who are attending on a part-time basis can apply for course reimbursement.

Training-on-the-Job (TOJ)

The TOJ program aims to help NWT residents to gain work skills needed for meaningful and steady jobs. Wage supports are given to companies to lower the costs of training. To be eligible for the TOJ program, applicants must either be currently receiving EI benefits, or have an EI claim which ended within the past three to five years.

Labour Market Agreement (LMA)

The Canada-NWT LMA enables the NWT to deliver labour market programs to enhance participation of non-EI eligible individuals by assisting them to prepare to enter or return to the workforce, or to otherwise obtain or keep employment or maintain skills for employment.

Labour Market Agreement – Self-Employment Option

The LMA Self-Employment category provides support to individuals who would like to start a small business. The benefits provided under this program include financial support and assistance to develop important business skills.

Labour Market Agreement – Skills Development (LMA SD)

The LMA SD program category assists participants in obtaining the training or education needed to get work or certification.

Labour Market Agreement – Work Experience (LMA WE)

The LMA WE program category provides clients with the ability to gain valuable work skills on the job. WE can be part of an overall work readiness program or can be a stand-alone event.

Small Community Employment Support

The Small Communities Employment Support program provides employers with a wage subsidy for individuals, 15 years of age and older, living in small and remote communities. The program is job or project based and enables participants to gain work experience and acquire essential skills needed to become employed, while also promoting self-confidence and self-reliance. The program also provides support for third party agencies and partnerships to deliver project-based training and work experience that may lead to longer term employment by helping to develop workplace essential skills.

Career Development

Develop and distribute information on careers in the mining industry to GNWT Career Centres and high school counsellors (Section 4.8 f.)

Offer, through its school system, opportunities for students to take courses and participate in work experiences that prepare them for potential future employment in the mining industry; (Section 4.8 h.)

The GNWT is committed to collaborating with industry to encourage careers in a broad range of occupations, including technology, science and engineering. In addition to programs described earlier in this report, collaborative efforts made by the GNWT to get more NWT residents working and/or increasing job-ready skills are highlighted below.

Career Opportunities Series

The Career Opportunities Series is a group of booklets about jobs in the NWT. The Department of Education, Culture and Employment (ECE) produced these booklets with companies and groups that work in each sector. Each booklet contains information on the labour market, potential jobs, work conditions, training, financial support, and career planning in the NWT.

Booklets that include information on the mining industry or other careers associated with mining include:

- *Jobs in Information and Communication Technology*
- *Jobs in Mining*
- *Jobs in Construction*
- *Jobs in Diamonds*
- *Jobs in Health*
- *Jobs in Social Services*
- *Jobs in Community Government*
- *Jobs in Oil and Gas*
- *Jobs in the Service Sector*
- *Jobs in Aviation*
- *Jobs in Tourism*
- *Jobs in Arts and Culture*

NWT Job Futures

This online tool provides career, employment and education requirements for 140 occupations. Information includes what people do, how much they earn, educational background and future prospects. Average employment income, occupational demand and labour market statistics are also available to help people decide on a particular path or who are considering a career move. NWT Job Futures can be found online at http://jobfutures.statsnwt.ca/.

Career Counselling Resources

During the reporting period, the GNWT provided career counselling services and support to career fairs that included mining jobs and information, under the following program areas:

ECE Service Centres

ECE Service Centres offer career counselling, career workshops, career resource libraries, and the organization of career fairs and conferences. Support is also given to NWT schools to increase people's understanding of programs and services, while Career Development Officers give ongoing support to NWT communities. Tables 7, 8 and 10 provide examples of career development work done through the ECE Service Centres.

Employment Assistance Services (EAS)

EAS allows community groups to provide career and employment assistance for direct local needs. Needs may be due to sudden shifts in the labour market or groups requiring additional support that is not usually available. EAS activities help people make informed career choices to prepare, find and keep work.

Career information related to the mining industry are accessible in ECE Service Centres, schools, libraries, Aurora College campuses, Community Learning Centres (CLCs), or through online research. These are outlined in Table 7.

Table 7: Career Counselling Support, Events and Activities

	Event	Description	Community	Participation
Career Counselling Support	Interview skills, resume writing, budgeting on low income sessions	Ten workshops held for the general public.	Gamètì	56
	ECE Programs and Services	Programs and services information sessions provided to students at St. Pat's Grads and Parents night and NWT principals conference.	Yellowknife	515+
	Budgeting on low income	Fourteen workshops.	Yellowknife Łutselk'e	80 5
	Career Development / Apprenticeship and Career Fair	Attended the Career Fair.	Whatì	125+
	Personality Dimensions/True Colors Workshops	Personalities Dimensions Workshops are planned to help people find their own characters, likes, dislikes, skills, strengths and weak points. Provided to Aurora College Students, Yellowknife Health and Social Services.	Yellowknife, Whatì, Gamètì	95
	Community Visits	Visits made by the North Slave ECE Service Centre to provide community groups, schools, community governments, and companies with information on programs and services.	Behchokǫ̀, Dettah, Whatì, N'dilo, Łutselk'e, Gamètì	375+
	Career Week/skill trades and technologies week / Skills Canada – Power Up	National Canada Career Week/skilled trades and technologies week activities in the North Slave Region and Skills Canada NWT competitions and Apprenticeship and Occupational Certification awards of excellence.	Yellowknife	453+

Note: Information reported here is only for the communities noted under the SEA. There are other events in the NWT that are not listed.

Table 8: Career Event

	Event	Description	Community	Participation
Career Fairs & Conferences	Skills Canada NWT - Power Up Youth Conferences	The Power Up Youth conferences have 20 expert mentors in skilled trades, technology and non-traditional jobs hosting workshops for students.	Hosted in Yellowknife, open to Grade 8 students from all NWT communities	120 Girls 130 Boys
	Presentations to Schools/Youth	Presentations include information about careers in trades, and hands-on activities where practical.	North Slave Region	95 participants in 6 sessions

Note: Information reported here is only for the communities noted under the SEA. There are other events in the NWT that are not listed.

Collaboration

Meet with De Beers, at least annually, to review GNWT program and service delivery plans to identify areas for collaboration (Section 4.8 a.)

During the reporting period, the GNWT worked with organizations including De Beers, Aurora College and the NWT Mine Training Society to co-ordinate the delivery of training programs listed below:

Aurora College

Aurora College delivers postsecondary schooling in trades, professional, certificate, diploma, and degree programs. Aurora College also works with businesses and Aboriginal groups to meet sector, regional and community training and education needs.

In addition to education and training programs, Aurora College provides support services to improve each student's chances for success. These services include counselling, housing, libraries, sports, student success centres and other services. Additional career support is provided through adult educators in Dettah/N'dilo, Łutselk'e, and each of the four Tłı̨chǫ communities. Adult educators provide adult literacy and basic education, as well as other training programs on an as-needed basis.

Mine Training Society (MTS)

MTS is a group focused on developing a strong labour supply for the mining industry. The society includes members from mining companies, Aboriginal authorities and government. Specific job openings are identified before setting up training programs, which provides successful participants with a greater chance of gaining employment. Member organizations develop learning materials and support systems for participants. The GNWT provides annual funding and in-kind support.

Through Aurora College, the GNWT contributed to the following programs/projects[3] offered by the MTS:

[3] Numbers are for participants in each program January to December 2013. Source: Mine Training Society.

Table 9: Mine Training Society

Program/Project Name	Organization/ Community	Participants
Underground Traineeship	De Beers	5
Mineral Process Operator Technician	De Beers	5

Note: Information reported here is only for the communities noted under the SEA. There are other Programs/Projects in the NWT not listed.

Underground Mine Training Simulators

Aurora College, the GNWT, Aboriginal Affairs and Northern Development Canada, Dominion Diamond Ekati Corporation, Diavik Diamond Mines (2012) Inc., and De Beers Canada Inc. partnered to purchase four underground mining training simulators in 2008. There is one stationary simulator located in Yellowknife and three portable models that can be brought into communities that can also be used in career fairs and other events to create exposure, awareness and stimulate interest in underground mining jobs.

Computerized programs provide a realistic hands-on learning experience and lead the participant through a series of job-related maneuvers, using modern tools and equipment similar to those that the operator would perform on the job in a safe and controlled environment.

Skills Canada NWT

Skills Canada NWT is a group that works with youth, employers, teachers, labour groups and government to promote careers in skilled trades and technology for Northern youth. Funding support is provided by mining companies and the federal and territorial governments. Through skills clubs, students get lessons from trades and technology experts who donate their time to share their skills with youth. Programs and events promote trades and technologies. Skills clubs include weekly two-hour lessons during an eight to 24 week period.

Ready to Work North (R2WN)

R2WN is a job-readiness program created to prepare entry-level NWT workers for jobs. Lessons were developed using transferable skill standards that were adapted for use in the NWT. Lessons include activities that are related to trades industries, government and the service sector in the NWT.

Introduction to Mining

The community-based Introduction to Mining course is six weeks long, including two weeks of R2WN.

Underground Miner Training Program

The MTS sponsors and Aurora College delivers the Underground Miner Training Program, which is 12 weeks long and includes an introduction to geology and basic mining principles, as well as a site visit to expose students to the physical realities of underground mining. Students receive an Aurora College record of achievement upon completion.

Apprenticeships

Apprenticeship and Occupational Certification (AOC)

ECE invests over $3 million annually to support apprenticeships, occupational training and certification. This supports the Apprenticeship, Trade and Occupations Certification Board and trade advisory boards; program development; shop accreditation; technical training programs; examinations and certifications; and wage subsidies to eligible employers to hire and train apprentices.

Base funding is also provided to Aurora College to deliver trades programming. ECE funds Aurora College to deliver apprenticeship technical training at Thebacha Campus in trades that that have the highest number of registered apprentices. This currently includes: carpenter, plumber, heavy duty equipment technician, electrician and housing maintainer. Aurora College also delivers a number of pre-trades and other industrial training programs such as mineral processing, camp cook, heavy equipment operator and underground mining.

Table 10: Mining Student Supports

Event	Description	Community	Participation
Trades Awareness Program	The South Slave Communities Learning Network developed a Youth Trades Awareness Program in communities with limited shops or other training areas. A two part Introductory/Intensive program is carried out for selected students.	Fort Smith	Introductory 47 Intensive 35
Trade Entrance Examinations	Conducted twice per month at North Slave ECE Service Centre.	Yellowknife, North Slave Region and other NWT communities	116
Apprenticeship Training Officer Support	Apprenticeship training officers meet with employers and apprentices and conduct site visits, trade entrance exams, and training evaluations.	North Slave Region and other NWT communities	91

Note: Information reported here are only for the communities noted under the SEA. There are other events in the NWT not listed.

Schools North Apprenticeship Program (SNAP)

SNAP is a program that allows students to register as apprentices and stay in school while gaining trades experience and earn school credits. This program is based on a partnership between industry, ECE, and high schools.

Professional Development

Offer opportunities for De Beers employees to participate, at De Beers expense, in professional development programs organized for Aurora College or GNWT literacy and pre-employment training instructors. (Section 4.8 h)

Aurora College offers continuing education classes at all its three campuses (Yellowknife, Inuvik and Fort Smith) and 23 Community Learning Centres (CLCs).

Most CLCs are staffed with one adult educator, who is responsible for instruction at the learning centre, as well as its general operation.

The CLCs are an integral part of Aurora College as they are often the first contact that many students have with Aurora College. Students may complete their high school upgrading at a learning centre in preparation for enrolling in a full-time program at one of the campuses. Also, the learning centres deliver many general interest and employment-related programs and courses.

Examples of programs and courses that may be offered at at CLCs:

- Developmental Studies (high school upgrading);
- Environmental Monitoring;
- Simply Accounting training;
- Driver training;
- Computer training; and
- Safety training.

These courses are open to De Beers staff and the public. For more information, visit a CLC or the Aurora College website at www.auroracollege.nt.ca.

BUSINESS DEVELOPMENT

GNWT Responsibilities – Business Development

The programs through which the GNWT carries out the business obligations it has under the SEA are described in this section.

For the GNWT grants, contributions and loans, the following meanings apply.

Grant:	This is an unconditional transfer payment.
Contribution:	This is a conditional transfer of approved funds to a third party to fulfill a statutory obligation or other government objective.
Loan:	This is a business agreement requiring the transfer of funds from the lender to the borrower, for a specific purpose that will be repaid by the borrower with interest over an agreed-upon period of time.

All programs listed are offered in all NWT communities. Each program area has its own program requirements.

Co-ordinate, through the North Slave Regional Superintendent, the activities of the GNWT that support Project-related community economic and business opportunities. (Section 5.6 b)

The Department of Industry, Tourism and Investment (ITI) regional offices, the NWT Business Development and Investment Corporation (BDIC) and other parties responsible for program implementation regularly provide information about general programs. These general programs include the programs under the Support for Entrepreneurs and Economic Development (SEED) Policy and the BDIC Credit Facilities, Venture Investment, Contributions and Subsidiary programs.

SEED

SEED provides programs to help diversify the economy, start or expand NWT businesses, improve business knowledge and capacity, and to investigate new sector business opportunities.

In the 2012/2013 fiscal year, $3,991,000 was available in program funding.[4] However, due to demand, ITI gave a total of $4,131,250 in contributions to 437 individuals, businesses and organizations in the NWT.[5]

SEED has five categories:

Sector Support

Assistance up to $25,000 is available for sector research or investigation of new opportunities. The program also provides an interest rebate for up to $15,000 annually for eligible businesses to offset loan interest related to new capital purchases for expansion of business. Energy, e-commerce, tourism and value-added manufacturing are designated as priority sectors.

Community Economic Development (CED)

Up to $25,000 is provided in this category for community-based business research. It can also be used to support activities, such as art festivals or community economic promotions.

[4] GNWT, "2012/2013 Grants and Contributions Results Report" (October 31, 2013) p.13.
[5] Ibid.

Micro Business

In this category, contributions of up to $5,000 are provided for self-employment activities aimed at traditional economy, arts, film and similar self-employment activities.

Business Intelligence and Networking

For this category, up to $3,000 per individual may be provided where business trip costs exceed $1,500 (each applicant must contribute at least $1,000 towards eligible trip costs).

Business Support Applicants

In this category, up to $15,000 is available to eligible applicants for start-up funding, asset acquisition, operational support and market and product development.

NWT BDIC

The BDIC works with regional business corporations and other partners to offer services and information to support the business goals of the GNWT in a way that helps the people and the economy of the NWT.

The BDIC provides several services to NWT businesses. They include:

- Offering loans, working capital guarantees and standby letters of credit.
- Giving contributions to new and expanding NWT businesses.
- Investing in companies.
- Operating subsidiary companies.
- Providing business information and guidance.

For example, the BDIC Winter/Summer Re-Supply Financing offers short-term loans to clients, as it is the most cost-effective way to re-supply their inventory with one year to re-pay the loan. Variable Interest Rate Financing allows for a flexible loan with the advantage of a lower borrowing rate during times of falling interest rates. The BDIC Capital Guarantee Program guarantees a business working capital arrangement with its bank.

BDIC approved $3,072,042 of credit and provided $261,503 in grants within the reporting period.[6]

[6] Data includes communities of Yellowknife, Dettah, N'dilo and the Catchment Communities Identified in the Snap Lake SEA, Appendix A – Page 36, as Fort Resolution, Hay River, Hay River Reserve, Fort Smith, Fort Providence and Enterprise.

Partnerships

The BDIC has entered into Memoranda of Understanding (MOU) with the NWT Chamber of Commerce, Aurora College and the Sahtu Business Development Center.

The MOU with the NWT Chamber of Commerce allows both organizations to work together to better serve the needs of the territorial business community. The intent is to cooperate and share costs in carrying out activities and promote business attraction, development and retention.

The BDIC and Aurora College cooperate in the delivery of courses in different programs at Aurora College campuses. Aurora College runs professional development courses and workshops for BDIC staff and the BDIC supports Aurora College's focus on the improvement of business-based knowledge and skills through specialized instruction services for business and economic development programs students.

Other GNWT Business Development Responsibilities

ITI Regional Offices are also responsible for facilitating other services and programs to maximize and promote NWT business development and strengthen entrepreneurial skills in the NWT. These areas of focus are the subject of the following sections.

Aurora College

Aurora College offers certificates, diplomas, degrees and trades training with strong cultural content and hands-on experience to ensure programs meet the needs of NWT residents and the labour market. The college upgrades the business and economic skills of NWT residents through the programs described below.

Continuing Education – Business Development

Aurora College's three Continuing Education Departments offer employment-related skill development training courses. For business development, Aurora College offers the following courses:

- Business Basics
- Bookkeeping
- Accounting and Finance
- Simply Accounting
- QuickBooks
- Proposal Writing
- Financial Planning
- Project Management
- Office Procedures
- Small Business Development

Small Business Development

The Small Business Development Program (SBDP) is a 16-week program intended for individuals who want to start a small business in the NWT. SBDP focuses on areas important for the successful start-up and operation of a small business. Focus is placed on gaining familiarity with the structure of small businesses, learning how to develop a business plan, knowledge of sales and marketing, financial management, human resource management, strategic planning, business management and leadership. SBDP is oriented to the practical development of a small business and includes a special project to give students the opportunity for hands-on experience in starting and running a small business. Individuals taking the course also have the chance to work on their own business idea in SBDP.

Business Administration

The Business Administration Program provides students with the knowledge and skills necessary to start in entry level careers in business, government and non-profit organizations. Business courses stress applicability to small businesses in the NWT. The Business Administration Program provides students with an opportunity to acquire either a certificate (a one-year program) or a diploma (a two-year program).

The two-year diploma has three directions of study: general, Co-op, and CED. The Co-op direction has two work placement opportunities. The CED stream includes special courses that are useful for individuals who are planning to start a business at the community level, or looking for economic development positions with municipalities or Aboriginal organizations.

To prepare for entering the Business Administration Program, a special Business Administration Access Program has been designed. The Program is made up of five courses from different disciplines. The objective of the Program is to provide students with required knowledge and skills and advanced education in communication, math, computer applications and bookkeeping.

Support Project-related community economic and business opportunities. (Section 5.6b)

The Community Transfer Initiative provides NWT communities with salary and operations funding so that they can obtain the services of an Economic Development Officer (EDO) who will be responsible for that community. EDOs are responsible for facilitating, promoting and ensuring community economic development in order to secure opportunities for economic and business development and increase local employment.

EDOs

EDOs help people and companies through business counselling and program delivery. They are networked to business development contacts, financial institutions, and government departments and agencies. This enables them to develop ongoing contacts within the mining industry and in industries that seek to do business with the mining industry. Through this guidance, locals are informed about potential opportunities in the mining industry.

During the reporting period, EDOs provided business counselling to enable clients to pursue or maintain business with De Beers in particular, or with the mining industry in general. The kinds of businesses that benefit from these services are those that could provide contract services to De Beers, such as those involved in construction and transport services.

The type of advice or counselling given can range from reviewing and providing advice on business practices, to providing suggestions and strategies on how to approach the mines to gain contracts. EDOs are an information source on market data and on the development of opportunities in a wide range of economic sectors. This assistance helps small businesses build capacity.

Collaborate with the parties or governing authorities in the primary and catchment communities to facilitate coordinated business development planning and delivery of business development programs. (Section 5.6 c)

Community Futures Program (CFP)

CFP is a community-based regional approach to employment creation and economic development. The CFP is delivered through seven Community Futures Development Corporations (CFDCs) operating in all 33 communities of the NWT. Of the seven CFDCs, ITI currently funds six.

Each CFDC is an incorporated, non-profit body that supports small business development. CFDCs are run by independent boards of directors, which are composed of representatives from the regions they serve. Since their creation, CFDCs have been provided $6.23 million in non-repayable capital funding - the GNWT contributed $3.73 million of that total.[7] Specifically in the 2012/2013 fiscal year, over $1.02 million in funding was given out under the CFP to the CFDCs.[8]

CFDCs are mandated to support community and business development through the creation and expansion of small and medium sized enterprises and the creation and maintenance of employment opportunities in NWT communities. CFDCs provide business information and skills development, as well as delivery of financial programs. CFDCs offer help to companies through programs that may include loans, business planning, lines and letters of credit, information and training.

[7] ITI, "Communities Futures Program 2011/12 Annual Report" (November 4, 2013) p.1.
[8] GNWT, "2012/2013 Grants and Contributions Results Report" (October 31, 2013) p.8.

The CFDCs in the main communities that service the Diavik mine are the Thebacha Business Development Centre, the Akaitcho Business Development Corporation, and the Dogrib Area Community Futures. These corporations provide services to Fort Smith, Łutselk'e, Fort Resolution, Yellowknife, N'dilo, Dettah, Behchokǫ̀, Whatì, Gamètì and Wekweètì.

While each CFDC has some flexibility to set its own priorities for economic development in its respective region, they offer core services that include some or all of the following:

- Business loans and loan guarantees including term loans up to $200,000;
- Counselling and assistance for entrepreneurs beginning or expanding a business;
- Wage subsidies for those who are unemployed and want to start a new business; and
- Access to Canada Business Northwest Territories Internet sites and business information.

EDO Transfer Agreements

EDO Transfer Agreements are made with NWT communities to allow them to hire community economic development staff. The goal is to create a network of community EDOs working toward promoting business development in the NWT. These regional EDOs assist in new business development and expansion, while also providing counselling in business network development and funding. EDOs have access to market data. Transfer agreements are in place in Gamètì, Wekweètì, and Whatì. Currently, one full-time position is based in Whatì and Gamètì and one part-time position is based in Wekweètì. ITI's North Slave Regional Office also has an arrangement with Denesoline Corporation to provide staff in the community of Łutselk'e for business development.

Canada Business Northwest Territories (CBNWT)

CBNWT gives information on government services, programs and rules. Clients can have questions answered about starting a new company or how to improve a current business. In addition, online publications are provided on business services in the North, and how to start a business in the NWT. The site is located with BDIC and co-funded by the Canadian Northern Economic Development Agency. It acts as a central resource for Canadian and territorial business information. The goal is to give small companies and new business people access to accurate, timely and relevant information and referrals.

The main CBNWT service centre is in Yellowknife, and each of the seven CFDCs is a CBNWT Service Centre access point. The CFDCs work to coordinate CFD service

delivery with public and private agencies responsible for furthering economic development in the community and the region. This coordination reduces unnecessary duplication and uses resources more efficiently.

BizPal

BizPal provides entrepreneurs and prospective business owners in the NWT an easy and convenient way to access critical information needed to establish and run a business. It is an online service that streamlines the processes of business permitting and licensing.

The service provides prospective business owners and entrepreneurs with access to permit and licence information across Canada. Information seekers answer a short series of questions about their current or proposed business and a customized list is created of the permits and licences needed from all levels of government, such as a development permit, or a development demolition permit, a business licence, lease or a purchase of crown land, an outfitters licence or a sign permit.

The service is the result of collaboration between federal, provincial/territorial, regional and local participating governments. The GNWT through ITI works with Industry Canada, municipal and Aboriginal governments, as well as territorial and regional business organizations, to maintain the BizPal network in the NWT. BizPal can be found online at http://www.iti.gov.nt.ca/programs-services/bizpal.

Collaborate with the Parties at least annually to review GNWT program and service delivery plans to identify areas for collaboration. (Section 5.6 d)

To maximize opportunities for NWT residents in relation to the project, the GNWT, through ITI, meets regularly with De Beers to discuss opportunities for collaboration. Participating together on regional committees and other organizations, De Beers and ITI often have the opportunity to work together. These endeavours include collaboration with communities and representatives of Aboriginal, federal, and municipal governance for development of strategies and discussion of solutions related to service delivery.

Provide the Parties information on Business Development Programs delivered by the GNWT (Section 5.6e)

Provide the Parties with information available to the GNWT on Business Development Programs offered by the Federal Government. (Section 5.6 f)

During the reporting period, the following GNWT communication materials relating to business opportunities were available:

- The Business and Economic Development section of the ITI website. The website provides links to information on the BDIC, Business Incentive Policy, CFP, EDOs, SEED and more. http://www.iti.gov.nt.ca/sectors/business-and-economic-development
- The publications section of the ITI website. This section has information on business and economic development resources. There are also a number of reports that may help identify business development opportunities. Copies of some of these publications have also been made available in print. http://www.iti.gov.nt.ca/publications-main
- The *NWT Economic Trends* Newsletter. This is published and distributed quarterly through the regions.

ITI also provides information on its business development programs through its five Regional Offices. Some examples of the kinds of information the Regional Offices provide include:

- Helping to promote and raise awareness about business opportunities in the NWT at territorial, regional and community conferences.
- Providing information on business participation in the mining industry and on the future of business plans related to mining activity in the regions.
- Providing information on mining activity to the public at community meetings.

Regional EDOs often work to facilitate economic development in the regions by participating in business community meetings, such as Chamber of Commerce meetings and conferences. At these meetings, they promote and raise awareness about business opportunities relating to the mining industry.

Maintain a registry of businesses eligible under the GNWT BIP, which is accessible to the Parties.(Section 5.6 g)

GNWT Business Incentive Policy (BIP)

To support the GNWT commitment to advance a vibrant private sector and support sustainable economic development in the NWT, the GNWT has had a preferential procurement policy since 1976. The BIP is an economic policy that gives preference to registered NWT businesses for GNWT purchases of all products and services.

The GNWT's official registry of approved businesses under the BIP can be found at: http://www.bipregistry.nt.ca/public

The Northwest Territories Manufactured Products Policy (NWTMPP) requires GNWT contract authorities to purchase Approved NWT Manufactured Products as designated under the NWTMPP. The NWTMPP strives to encourage local production as a means to diversify the NWT economy, and to foster and maintain the investment, jobs and income produced by local manufacturing.

Below is a breakdown of the BIP-registered businesses by community grouping, as of December 31, 2013:

Table 11: Northern Businesses Registered Under BIP

Behchokǫ̀	Gamètì	Łutselk'e	Wekweètì	Whatì	Yellowknife / Dettah / N'dilo	Other NWT Communities	NWT Total
21	0	3	0	1	706	162	1,375

GNWT Contract Registry Reporting System

In order to ensure that any interested businesses are given a fair opportunity to compete on government contracts, the GNWT provides information on government contract opportunities.

The GNWT Contract Registry and Reporting System provides a central list of all tenders and proposals. It is open to the public and supports the BIP by enhancing transparency in government contracting.

Social Well-being

GNWT Responsibilities – Status – Social Well-Being

Collaborate with the Parties or governing authorities in the communities to facilitate the planning and delivery of community-based mental health and addictions programs and wellness programs. (Section 6.2 a)

The Department of Health and Social Services (HSS) works with Health and Social Services Authorities (HSSAs), Non-Government Organizations (NGOs) and community leaders to plan and carry out programs and services at the community level. The primary focus of community-based programs is on wellness promotion, the prevention of illness and addictions and the management of chronic disease. HSS actively seeks and welcomes the participation of communities in defining their path to achieve wellness. Services are provided by community-based professional and non-professional staff, regional teams, and territorial providers. Community and family members are active participants in health and social programs.

The Community Counselling Program (CCP) provides mental health, addictions and family violence services through prevention, treatment and after care programs. The CCP program is delivered through the HSSAs and the Tłı̨chǫ Community Services Agency. The program consists of Clinical Supervisors, Mental Health and Addictions Counsellors and Community Wellness Workers (CWW). Clinical Supervisors and Mental Health and Addiction Counsellors provide therapeutic counselling, while CWWs initiate prevention and promotion activities in the communities.

Collaborate with De Beers, Aboriginal Authorities or other organizations in the design of community mental health and addictions programs and wellness programs.(Section 6.2 b)

The Minister's Forum on Addictions and Wellness met from December 2012 to March 2013 with community leadership, stakeholders, NGOs, and community members to share relevant information, document community needs and explore community-

based solutions regarding addictions programming and support. The final report[9] resulted in 67 recommendations, 60 of which HSS has agreed to or agrees in principle with, to improve mental health and addictions programs in the territory.

HSS recently published an updated Mental Health and Addictions Action Plan[10]. The document takes into consideration what was heard in the Minister's Forum on Addictions and Wellness while outlining key objectives to improve the availability and effectiveness of mental health and addictions treatment for NWT residents.

HSS has worked with communities to develop community wellness plans. Community wellness plans give communities the opportunity to determine where wellness funding should be directed. Communities will also be able to submit a single application for funding with HSS to access various federal sources for wellness programming.

In collaboration with NGOs and Aboriginal governments, the GNWT developed a Territorial Action Plan to address poverty in the NWT. The Action Plan includes priorities aimed at improving support for children and families, helping NWT residents live healthy lives and reach their full potential, ensuring safe and affordable housing, sustaining communities and integrating government and non-government services to better meet assist those in most need.

Provide funding for mental health and addictions programs and wellness programs for approved activities. (Section 6.2 c)

The GNWT funds the HSSAs to implement mental health, addictions and wellness programs.

Give De Beers information on mental health, addictions and wellness programs for sharing with their employees. (Section 6.2 d)

Mental health, addictions and wellness programs are provided to the communities by HSSAs through CWWs and/or Community Health Representatives (CHR). Services include culturally relevant on-the-land drug and alcohol programs.

[9] **Copies of the final report can be found at**
http://www.hss.gov.nt.ca/sites/default/files/ministers_forum_on_addictions_report_lo_res.pdf
[10] **The Mental Health and Addictions Action Plan can be found at**
http://www.hss.gov.nt.ca/sites/default/files/a_shared_path_towards_wellness.pdf

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